



# புதுச்சேரி மாநில அரசிதழ்

## La Gazette de L'État de Poudouchéry The Gazette of Puducherry

### PART - I

சிறப்பு வெளியீடு

EXTRAORDINAIRE

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அதிகாரம் பெற்ற  
வெளியீடு

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No. }	Puducherry	Monday	30th	May	2011

GOVERNMENT OF PUDUCHERRY

LOCAL ADMINISTRATION SECRETARIAT

(G.O. Ms. No. 2/LAS/2011, dated 27th May 2011)

#### NOTIFICATION

Whereas it is considered on the one hand having regard to the fact that casual labourers who have been engaged by the Municipalities and Commune Panchayats belong to the weaker sections of the society, many of them belong to SC and OBC and disengagement of their services will cause undue hardship to them, while on the other hand, employment opportunities are to be provided to eligible youth entering the job market;

And whereas, it is considered desirable to frame a scheme as a one-time measure;

Now, therefore, in supersession of G.O. Ms. No. 135, dated 12-4-1988 of the Local Administration Department, the Lieutenant-Governor, Puducherry in exercise of powers conferred upon by sub-section (2) of section 114 of the Puducherry

Municipalities Act, 1973 and sub-section (2) of section 68 of the Puducherry Village and Commune Panchayats Act, 1973, is pleased to approve the scheme *viz.*, “The Puducherry Municipalities and Commune Panchayats Casual Labourers (Engagement and Regularisation) Scheme, 2011”, appended to this notification and it shall come into force from the date of its publication in the official gazette.

(By order of the Lieutenant-Governor)

**N. SUMATHI,**  
Deputy Secretary to Government.

#### APPENDIX

1. *Short title and commencement.*— (1) The scheme may be called “The Puducherry Municipalities and Commune Panchayats Casual Labourers (Engagement and Regularisation) Scheme, 2011”.

(2) It shall come into force from the date of its publication in the official gazette.

2. *Application.*— The scheme is applicable to all casual labourers, except those charged to specific works or schemes, working in Municipalities and Commune Panchayats, subject to their eligibility as per the provisions of this scheme.

3. *Definitions.*— (i) “Full-time casual labourers” means the casual labourers who are under engagement for a period not less than eight hours a day.

(ii) “part-time casual labourers” means the casual labourers who are under engagement for a period less than eight hours a day.

*Note :* All other designations, *e.g.*, daily wager, CLR, *etc.* shall be discontinued, from the date of notification of this scheme.

#### PART – I

##### (Engagement of casual labourers)

4. *Ban on engagement of casual labourers against regular posts.*— No casual labourer, either full-time or part-time, shall be recruited for work of a regular nature, for which posts in regular pay scales exist or can be created after the prescribed procedure of work study, *etc.*

5. *Ban on engagement of casual workers against Group ‘C’ posts.*— Engagement of casual workers for performing duties of Group ‘C’ posts shall be stopped forthwith.

6. *Ban on engagement of part-time casual labourers.*— In future, engagement of part-time casual labourers is strictly banned and all such part-time engagements should henceforth be outsourced.

7. *Ban on re-engagement of casual labourers.*— No re-engagement of casual labourers, by whatever designation, can be done except in accordance with the provisions of this scheme. Violation of this provision constitutes a sufficient ground for making adverse entry in the Performance Appraisals/Confidential Reports of the official concerned, besides initiation of suitable disciplinary action against him.

8. *Engagement of casual labourers under exceptional circumstances.*— Engagement of casual labourers may be done only for work which is of casual, seasonal or intermittent in nature or for work, which is not of a full-time nature, or for which regular posts cannot be created.

9. *Obtaining approval of the Government for engagement of casual labourer during utmost necessity.*— All instances of engagement of casual labourers shall be notified to the Employment Exchange, subject to previous approval of the Government whenever such engagement is decided to be of utmost necessity.

10. *Time-limit for engagement of casual labourer.*— No casual labourer will be engaged for work beyond two hundred days in a year.

11. *Debiting the expenditure towards the remuneration of casual labourers.*— Remuneration of casual labourers will be debited to the contingent head of expenditure in the budget of the Municipality or Commune Panchayat concerned.

## PART – II

### (Regularisation of casual labourers)

12. *Publication of seniority list.*— Each Municipality or Commune Panchayat concerned shall prepare a list of full-time casual labourers and part-time casual labourers each separately under its engagement, irrespective of source of engagement as on 27-2-2009 performing the works of the respective Municipality or Commune Panchayat. The draft list shall be published calling for objections, if any, within a period of fifteen days and thereafter such list shall be finalised with the approval of the Lieutenant-Governor. Such final list hereinafter referred to as the “list” shall be published within three months from the date of publication of this scheme.

13. *Absorption of full-time casual labourers.*— Wherever absorption is provided as a method of recruitment in the recruitment rules, the vacancies existing in the relevant posts as on the date of the notification of this scheme shall be filled up by absorption of eligible full-time casual labourers from the list of the Municipality or Commune Panchayat concerned.

14. *Absorption against erstwhile Group-D posts.*— All the full-time casual labourers shall be absorbed only in the erstwhile appropriate Group-D posts (initial category) which have been now re-classified as Group “C” post (in the initial category).

15. *Relaxation of age and educational qualifications.*— The full-time casual labourers should possess the required qualification prescribed for the post under the relevant recruitment rules and should have been within the age limit at the time of their initial engagement. In the case of persons who do not possess the required educational qualification or who were not within the age limit on the date of their initial engagement, their cases will be examined on merit and orders of the competent authority shall be obtained for the purpose of relaxation of age and educational qualification.

16. *Selection and regularisation of full-time casual labourers.*— The full-time casual labourers shall be considered by the Competent Selection Committee as prescribed in the recruitment rules for the relevant posts and regularisation shall be made with the previous approval by the respective Municipal / Commune Panchayat Council.

17. *Absorption of full-time casual labourers in future vacancies.*— Depending upon the requirement, not more than 25% (twenty-five per cent.) of vacancies arising in future in the erstwhile appropriate Group-D posts (initial category) which have been now re-classified as Group “C” post (in the initial category)

may be filled by absorption of full-time casual labourers available in the list and not less than 75% (seventy-five per cent.) of vacancies shall be filled by direct recruitment. The full-time casual labourers shall also be considered by the Competent Selection Committee along with open candidates, provided that the full-time casual labourers possess the required educational qualification and if selected, necessary age relaxation wherever required, shall be obtained from the Lieutenant-Governor. Accordingly, recruitment rules for the said posts shall be amended within a period of three months.

18. *Continued engagement of full-time casual labourers who fail to get absorbed.*— Those full-time casual labourers available in the list who fail to get absorbed through regular selection process and the part-time casual labourers in the list may continue as such, depending upon the requirement of the Municipality or Commune Panchayat concerned, for such engagement.

19. *Estoppel of successive engagement of full-time casual labourers.*— On absorption of a full-time casual labourer from the list, none shall be engaged as his successor since such a casual labourer do not hold any post in the Municipality or Commune Panchayat. Violation of this provision shall be viewed very seriously and disciplinary action shall be taken against the Commissioner of the Municipality or Commune Panchayat concerned violating these instructions. Further, the Commissioner of Municipality or Commune Panchayat concerned who engages in violation of this provision shall meet personally all the expenses that may arise out of such engagement including payment of wages.

20. *Engagement of part-time casual labourers as full-time casual labourers.*— After absorption of full-time casual labourers available in the list, a review should be conducted by the Municipality or Commune Panchayat concerned and if it is established that there is actual need to engage full-time casual labourers, such fresh engagement shall be made only with the approval of the Government. But, such engagement of full-time casual labourers, shall be only from among the part-time casual labourers available in the list as per their suitability and in the order of seniority maintained by the respective Municipality or Commune Panchayat concerned.

21. *Nodal officer.*— The Director, Local Administration Department shall be the nodal officer for the implementation of this scheme.

22. *Repeals and savings.*— On and from the date of coming into force and operation of the scheme, all the orders already issued on the subject shall stand superseded.

N. SUMATHI,  
Deputy Secretary to Government.